

Challenges and opportunities in hiring and HR policy in small organisations

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A bit about Ringgold

Small multi-national with 25 staff

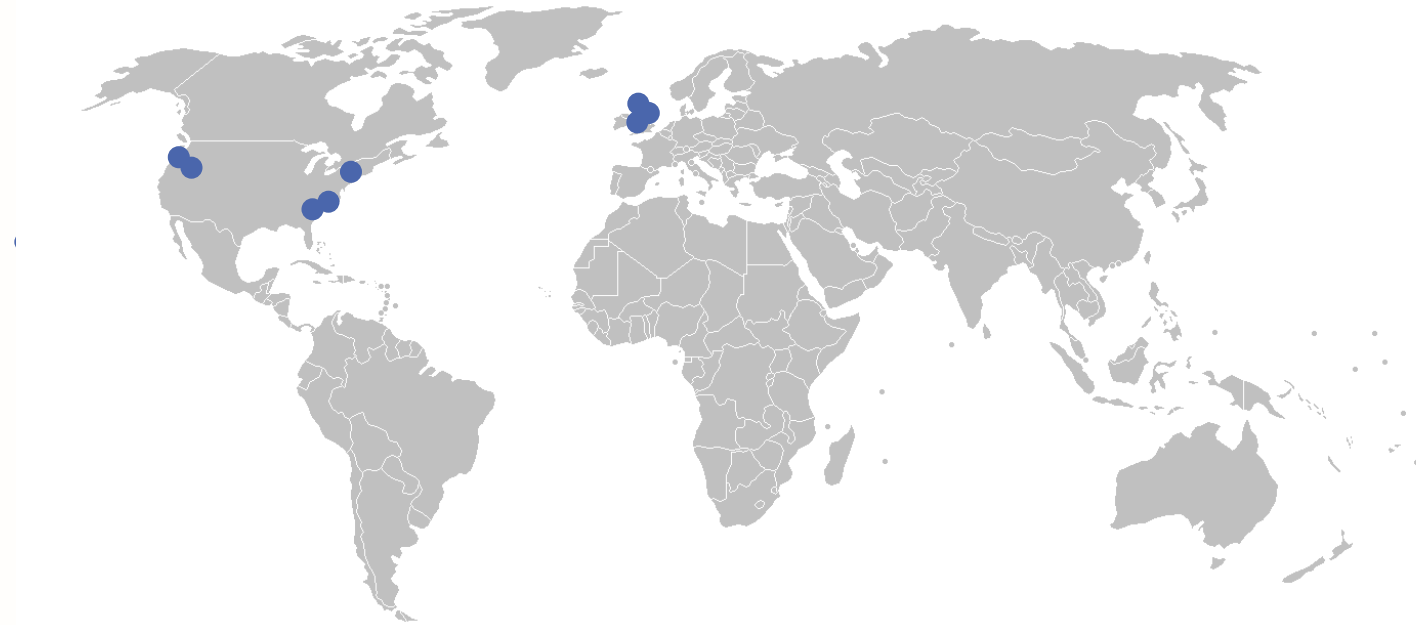
US and UK based

Virtual

Span 8 Time Zones

1 small office (Portland, OR)

40+ contractors (Global)



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We decided we wanted to become more diverse



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Advertising



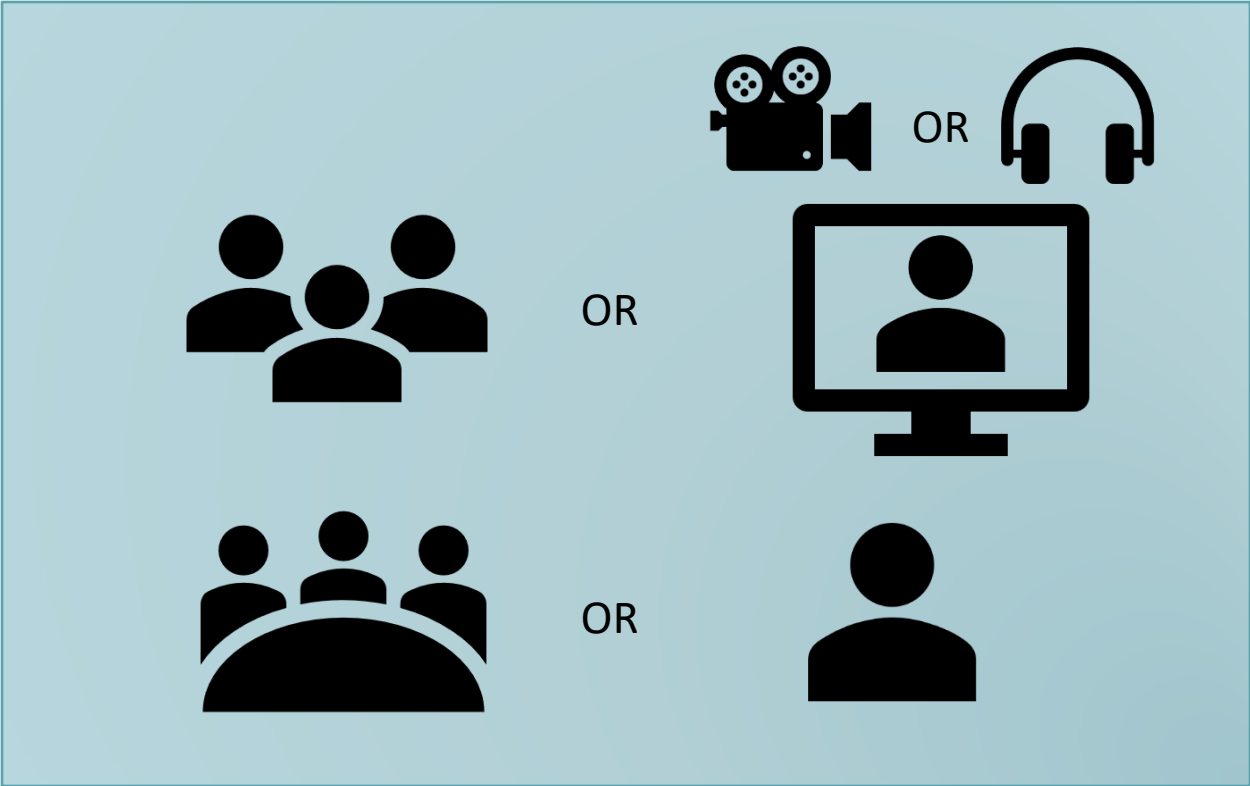
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CV Review



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Interviews



Results of the changes

- We increased the diversity of the candidate pool dramatically
- We removed (at least in part) the unconscious bias of managers
- We increased the diversity of our team
- We gained new skill sets beyond what we expected
- All of these staff have stayed and are doing well

Building bridges in HR policy



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Challenges of inclusion in a small and virtual world



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Working from home and inclusion

Issues:

- Sales staff often work from home but have meetings with customers and go to conferences
- Other staff who would normally be in an office also working from home
- Creates an overall issue with staff inclusion

Solutions:

- Multiple communication channels
- Regular meetings
- Involving non-sales staff in customer communications

Ideas?:

- Virtual Spaces
- What else...



Thank you!

If you want to get in touch:

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